

Qualitative Data Report

Blue Ribbon Task Force on School Funding

Presented by Technology & Innovation in Education

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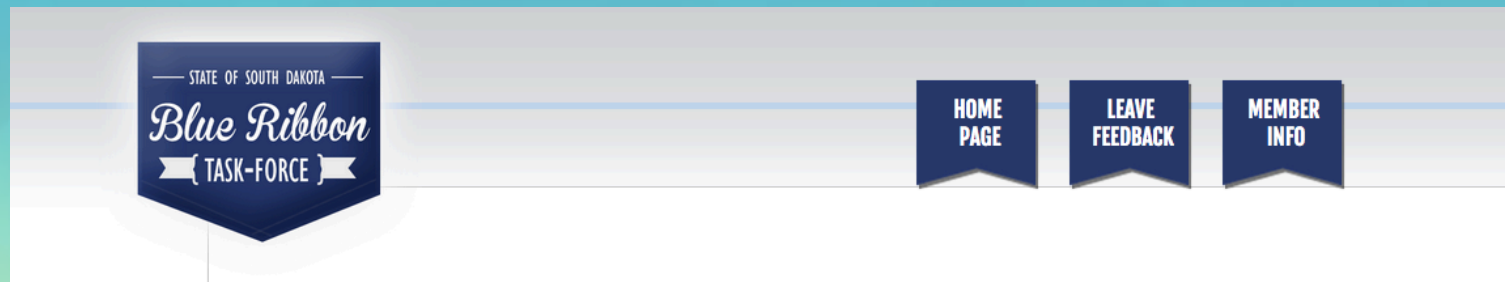
Three Venues:

- Blue Ribbon Task Force Website
- Stakeholder Meetings
- Statewide Regional Meetings



Task Force Website

<http://blueribbon.sd.gov/>



Please share your feedback concerning the current funding system for South Dakota schools.

We need to understand where teacher shortages are occurring and what can be done to address them. We need to ask why 12 states can spend less per student than South Dakota, yet pay their teachers more. We need to ask why, even as we hear growing concerns about teacher salaries, many schools' reserve funds are increasing. These questions need to be answered with hard data, not anecdotes or opinion surveys.



Stakeholder Meetings

- **April 11 – South Dakota Education Association**
- **April 11 – Sioux Falls Parent Teacher Association**
- **April 20 – Technology & Innovation in Education Conference**
- **April 25 – Associated School Boards of South Dakota Board of Directors Retreat**
- **May 1 – South Dakota Elementary Principals Conference**
- **May 1 – Aspiring School Leaders Gathering**
- **May 6 – Northeast Area Superintendents Meeting**
- **June 10 – Wild West Administrators Conference**



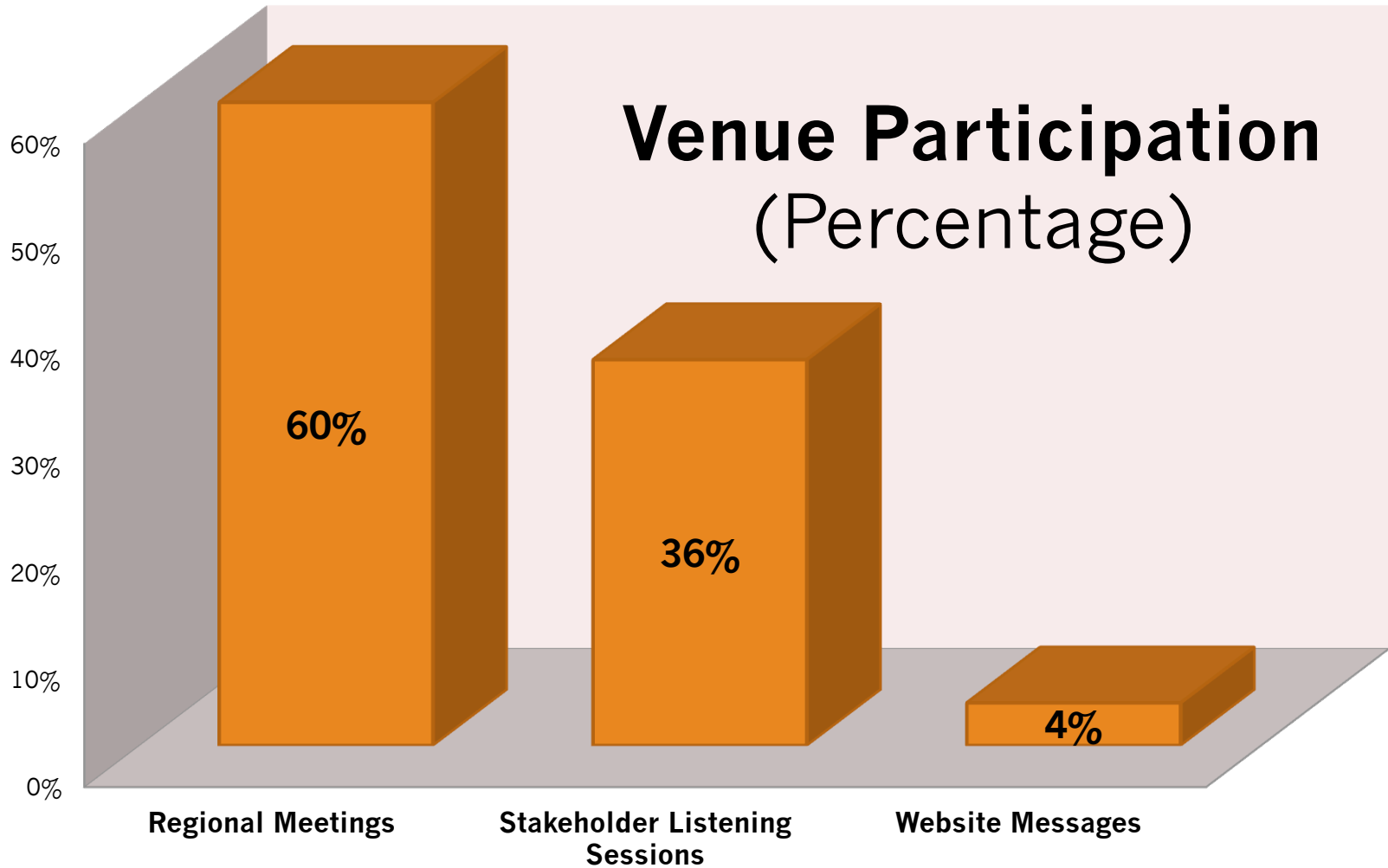
Regional Meetings

- June 2: Chamberlain
- June 3: Rapid City
- June 16: Sioux Falls
- June 17: Yankton
- June 22: Watertown
- June 23: Aberdeen

Three Groups:
Educators
Business
Community



Venue Participation (Percentage)



World Café Format

This format is a conversational process intended to facilitate open discussion among small groups and then link ideas with a larger group to access the collective wisdom of the group. Participants move between a series of tables where they respond to a set of guiding questions that are focused around a specific topic.

- Value of teachers ↓
- Keep listening/open mind
- 3 mo off priority
- Make priority
- Community does not know what it takes to run a school

ongoing guaranteed funding

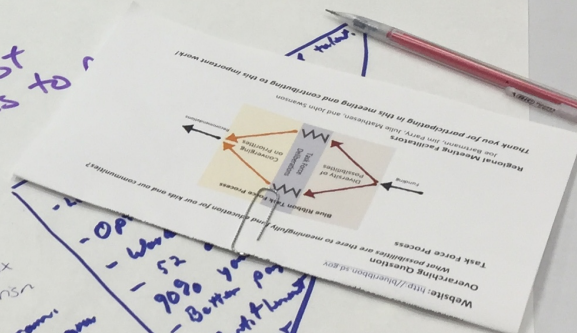
Chadwick: ICH?
 = No Accountability Program
 = No Every student in program
 = No Failing???

- connecting community
- grants?
- Deeds?
- Salary

quality teachers
 quality students
 quality results



one - two



- OP
 - 25
 - 50%
 - Bottom 50%
 - 26 Not

Washington & ...



... for ...



Quality

High

Good Quality educ
More good quality educ high



teacher pay

teacher pay

Teacher pay ~ incentives

Corporate S.B. for Teachers and Administrators as they are our most important

Teacher Pay \$

teacher pay

teachers pay

materials & supplies for class

State-wide conversation on when health insurance begins / ends within different districts

Quality Pay for Quality Staff

Equal funds for all areas of education
Tech vs. K12 vs. 4-yr

teacher pay

teacher salary

teacher salaries

* enough money for teacher participation

Salaries

Teacher Pay!

Paying teachers based on workload

We have to keep teachers in our salary!

Benefits

Benefits

benefits

Taxes

Technology

Tools

Supplies

Resources

Space

new school building

including an opt out

More \$

Teacher Effect

facilities

Equity

facilities

bus routes Transportation

Facilities that school & community can be proud of

student transportation

\$ to attract & retain Quality Teachers

Quality Instruction vs Education

Quality Teachers vs "warm bodies"

for quality PD

Quality Teachers

Quality Teachers

Responsibility to taxpayers

Investment vs Tax Burden

good stewards of taxpayer \$

Quality Educational Experience for All stakeholders

Feeling of Worth!

Feeling of appreciation

Appreciation

Multiple Applicants

Teacher retention

Attract highly qualified staff with great pay!

retain quality teachers

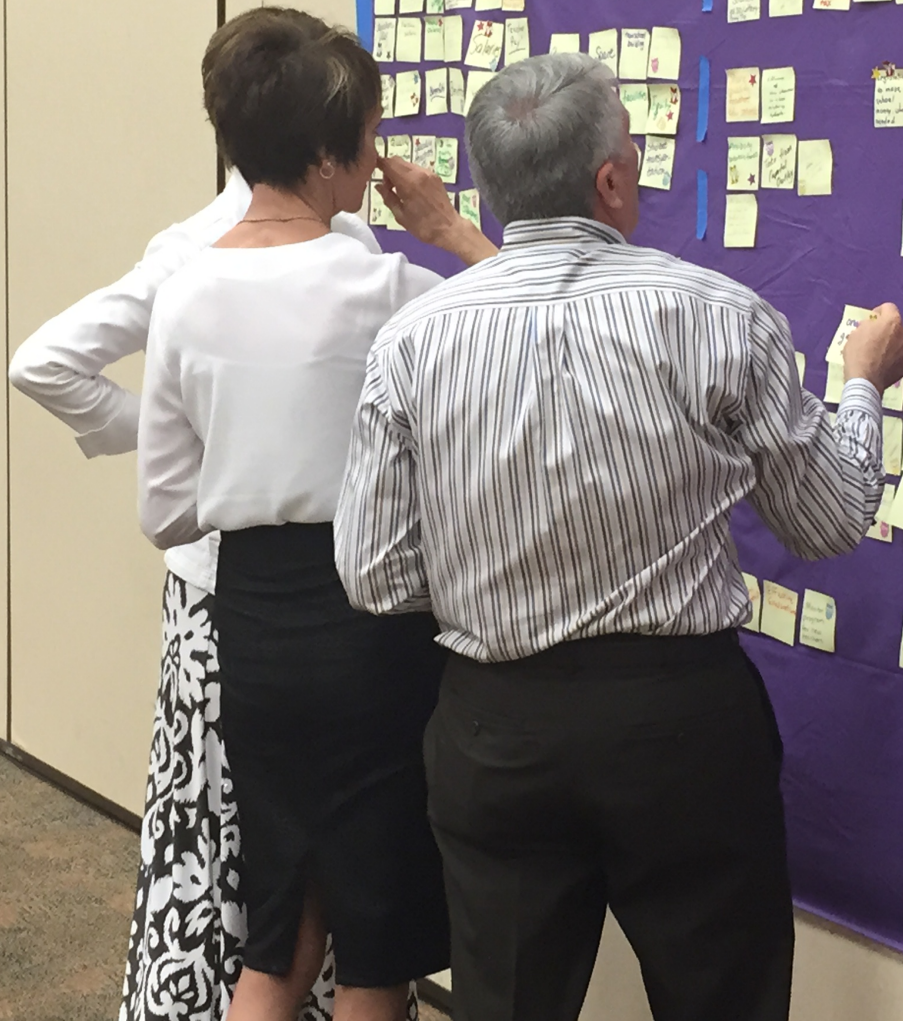
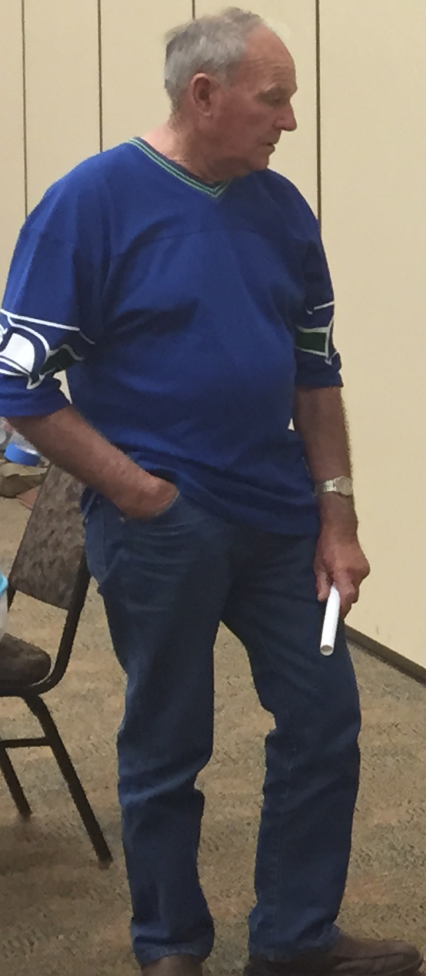
Quality of Life!!

Transparency

Gain a sense of community

Communication with the community

Identify Themes



teacher★
pay

teacher
Pay

Teacher
Pay ~
incentives

Competitive Sal
for Teachers and
administrators to
keep our own in
Small District

Teacher★
Pay\$

teacher★
pay

Teachers
pay
High enough so
teachers don't need
to get a 2nd job

materials
+
supplies
for
classroom

State-wide
conversation
on when
health insurance
begins / ends
within different
districts

Quality PAY
for
Quality Staff

Equal funds
for all areas
of education
Tech vs. K12 vs. 4-
year

teacher
pay

teacher
salary

teacher★
Salaries

\$ enough
money for
teacher
curriculum

★
Salaries

Teacher
Pay!

Paying
teachers
based on
workload

We have to★
keep teachers
in our
Salary!

Benefits

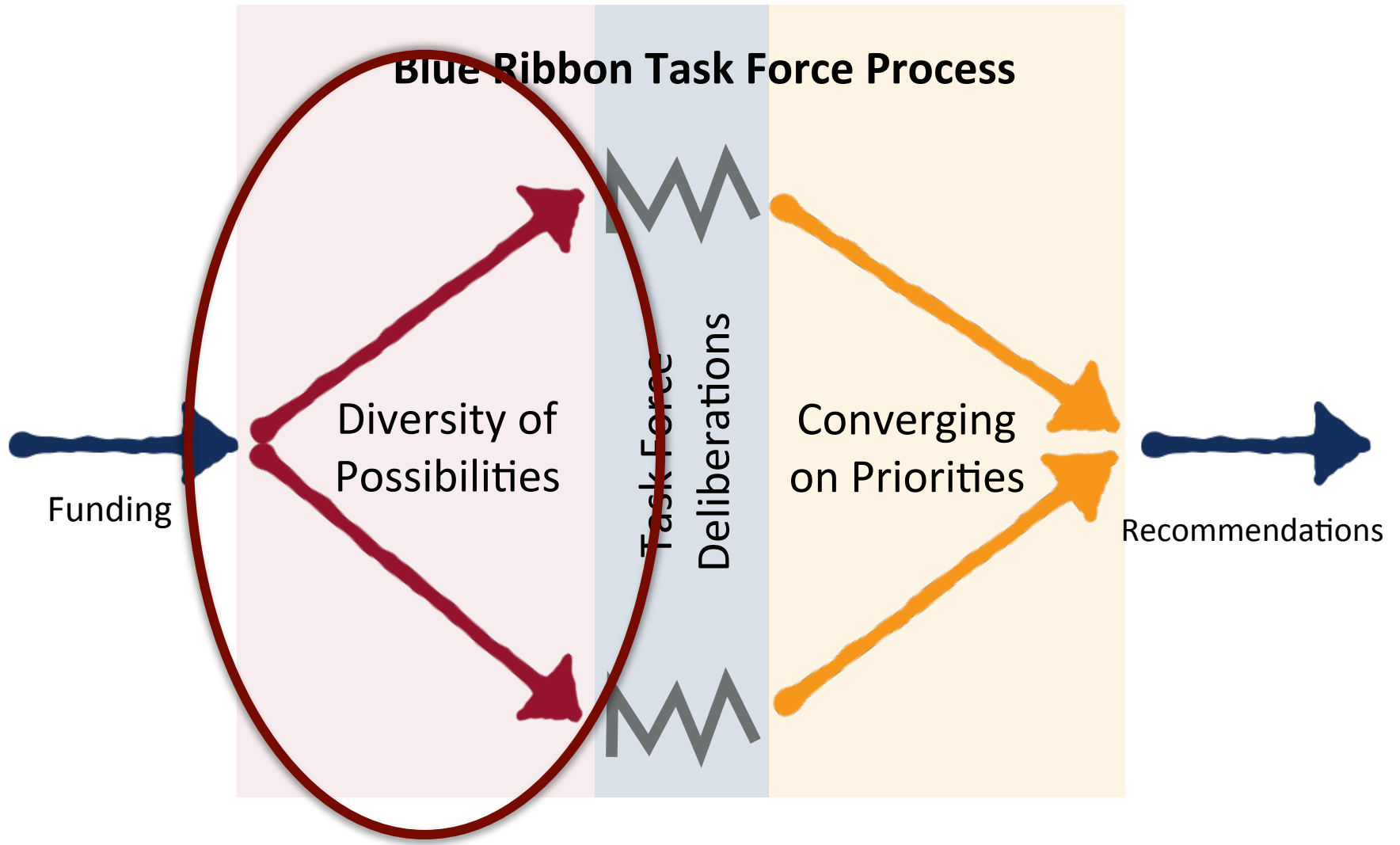
Benefits

benefits

Taxes

Data Set Emerges







Overarching Question

What possibilities are there
to meaningfully fund
education for our kids and
our communities?

Sub-Question #1

When you think about funding schools in your local community, what is **important** to you?



Sub-Question #2

What **ideas** or **new approaches** might make those priorities more possible for schools in your community?



Sub-Question #3

What **advice** do you offer to the Task Force as this work moves forward?





Blue Ribbon Task Force on School Funding QUALITATIVE DATA REPORT

Technology & Innovation in Education • 1925 Plaza Blvd • Rapid City, SD 57702 • www.tie.net • 605.394.1876

The Purpose

The purpose of this qualitative data report is to provide information for the Blue Ribbon Task Force about public perceptions concerning school funding. Over the course of three months, a concerted effort was made to listen and capture the voices of constituents and stakeholders across the state to generate input to inform the discussions of the Blue Ribbon Task Force. At the core of the “listening” process was the overarching question:

“What possibilities are there to meaningfully fund education for our kids and our communities?”

Participants were invited to share input in the listening process via three venues:

- 1) Regional Meetings conducted at six locations across the state for educators, business leaders, and community members,
- 2) Stakeholder Listening Sessions held in conjunction with eight previously-scheduled gatherings of educators across the state, and
- 3) Messages/comments submitted directly to a link on the Blue Ribbon Task Force



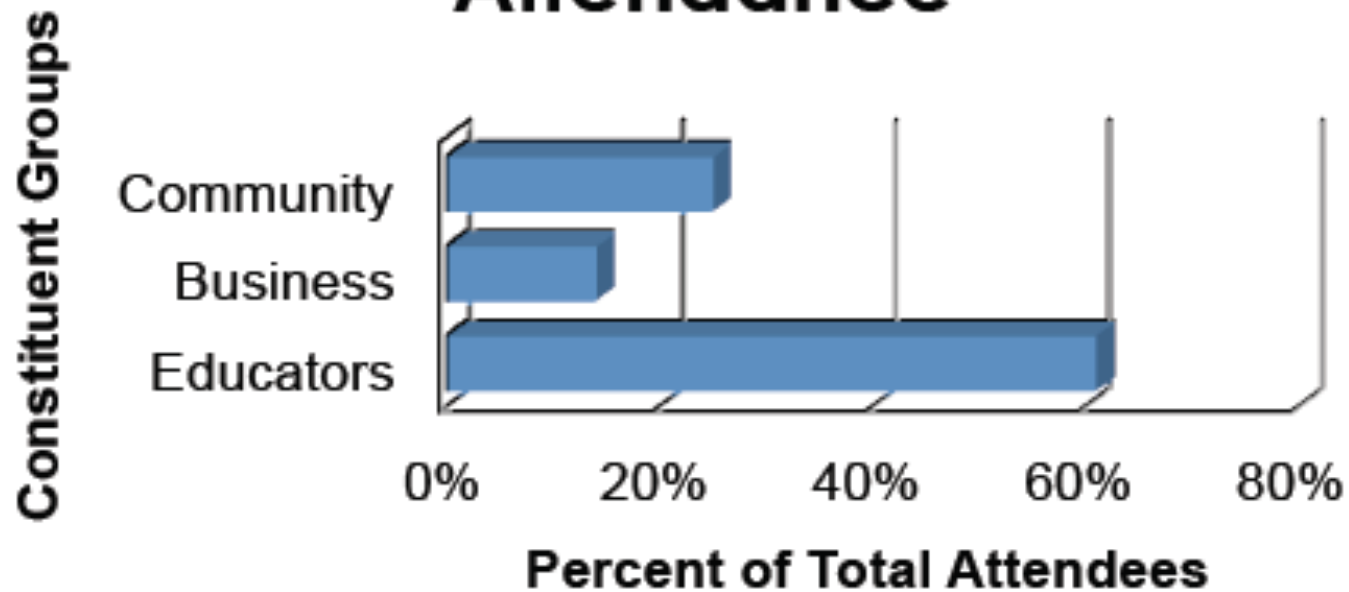
The Nature of Qualitative Data.....

A word about qualitative data...

Unlike quantitative data, which can be neatly counted and efficiently processed because of its numerical nature, qualitative data is more obscure because it is based on perceptions from real people. These perceptions are varied and not of equal size or weight so organizing the perceptions to make them easily interpretable for the reader is not an exact science. It would not be valuable for the reader to simply be presented with a list of the more than 10,000 points of data. Thus, significant effort has been made to objectively categorize the data in order to develop themes that will effectively convey meaning about the data collected. It is also important to note that the citizens who contributed to the data set contributed voluntarily. The set of data collected does not represent a scientific or uniform sample of the citizens of South Dakota. Another factor the reader should consider is that although a number of educators from small rural districts traveled as far as 90 miles to attend regional meetings, the majority of participants were from the immediate area surrounding the meeting location. As a result, the voice of citizens associated with larger school communities may be more frequently represented in the data set.

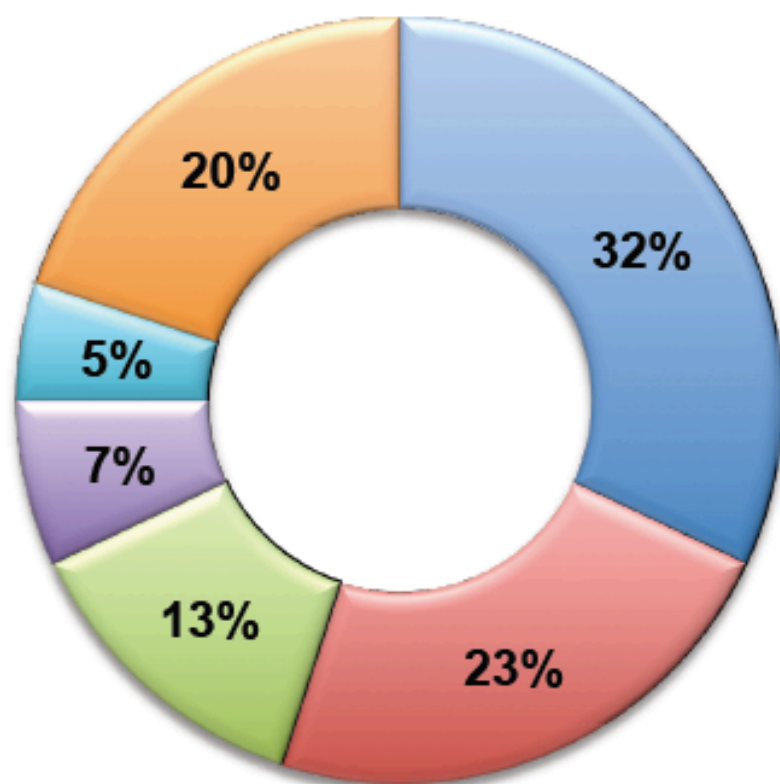


Regional Meeting Attendance



Guiding Question #1

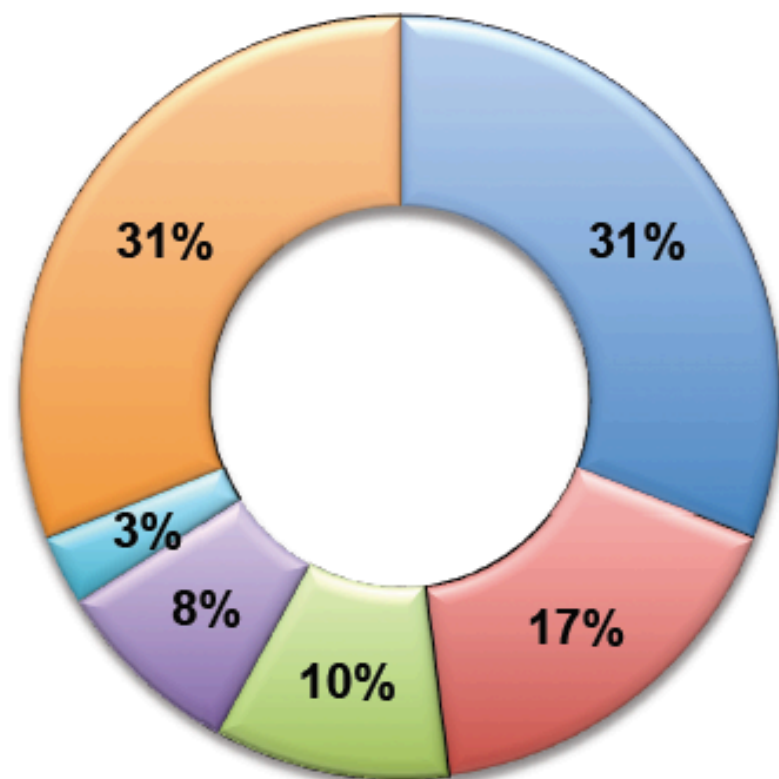
When you think about funding schools in your local community, what is important to you?



- Recruit/retain; salary & benefits
- Quality programs; learning opportunities
- Stable funding; equitable tax structure
- Education viewed positively as investment
- Smaller class size
- Other*

Guiding Question #2

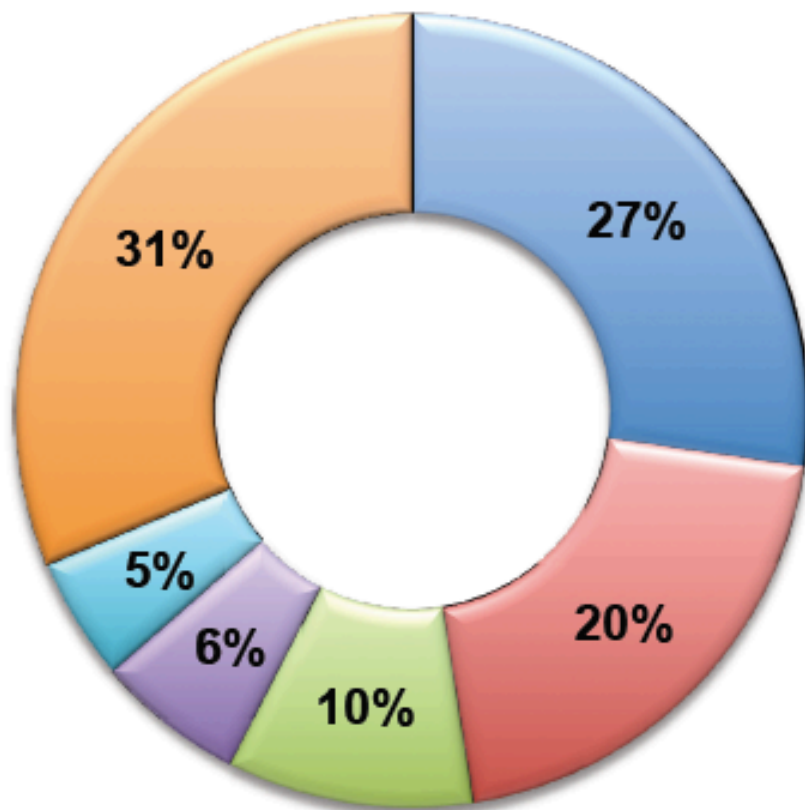
What ideas or new approaches might make those priorities more possible for schools in your community?



- New revenue stream; partnership support
- Education as investment/priority; statewide support
- Share more services; use technology; consolidate
- Compensate educators with pay & incentives
- Follow-through/revisit prior funding earmarks
- Other*

Guiding Question #3

***What advice do you offer to the Task Force
as this work moves forward?***



- Be bold, take action, be transparent, follow-through
- Promote education; make it a priority, put kids first
- Identify new revenue stream or partnerships
- Develop/implement long-term, consistent plan
- Pursue increased teacher pay and incentives
- Other*

Stakeholder Listening Sessions

- New or increased revenue designated for education is needed.
- Limited educator compensation and benefits reduces options to hire and retain qualified staff.
- The pool of high-quality teacher applicants and newly-graduated teachers is dwindling so filling positions is difficult.
- Observations/concerns & potential ideas/strategies which address funding issues.
- Incentives/supports for recruiting & retaining educators are options.



Website Messages

- Current funding situation is problematic and/or disheartening and requires action.
- Consider new or alternative revenue source for education.
- Consider changes to funding structure for education.
- Consider new strategies for meeting education needs.



Observations Across Venues

- Current and/or looming crisis in education.
- Constituents seek action.
- Retaining and recruiting high quality educators is a priority. Compensation is a key factor in reaching that priority.
- Constituents want students to have a variety of high quality experiences in adequate facilities.
- Educators want to be valued and they want education to be viewed as an investment to build strong communities and robust economies.



Cutting Staff = Cutting Programs

Black Hills Pioneer Article August 14, 2015

Spearfish School District – reduction of 15 staff since 1999

MS Programs eliminated or reduced:

Foreign language

Home economics

Conflict resolution/Peer mediation

Industrial technology

Alternative Ed

Creative Expressions (drama, art, writing, etc.)

Library

Band lessons

Staff Development

All 6th grade extracurricular activities



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HS Courses Eliminated:

Adv. Speech
American Cultural Studies
Auto Mechanics I
Auto Mechanics II
Auto Mechanics III
Child Development
Clothing and Textiles
Creative Writing II
Drama II
Electronics
Family Living
Foods I
Housing

Independent Living
Industrial Technology
Jazz Band
Life Skills
Multi Media Art History
Marriage and Family
Mixed Mediums
Music Theory
Mythology
Nutrition and Foods
Power Mechanics
Survival Cooking
Swing Choir
Journalism



Additional Documents

- Appendix A – Extended information related to teacher recruitment, retention, compensation, benefits and incentives
- Appendix B – Extended information related to ideas for revenue
- Appendix C – *in brief* document



Questions/Clarifications

